

States Seize the Opportunity to Recruit Talented Former Federal Employees: More Resources

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As FDAAA continues to update our newly created webservice resource page, we have been monitoring opportunity trends. States stepping into the void we think is a positive reaction to the federal workforce reductions continuing to impact various agencies, like the FDA. Leading with clever program names like “FedUp” and “You’re Hired,”, several states are actively taking this opportunity to recruit the experienced professionals exiting federal service. For current and former FDA staff, these state-led initiatives might present opportunities to try something new and transition skills into impactful roles within state governments. Here are a few states we are aware of leveraging this opportunity to recruit top talent.

Virginia (VA)

Governor Glenn Youngkin has launched a dedicated resource portal to assist laid-off federal workers called appropriately: [Virginia Has Jobs](#). This platform provides information on both public and private job openings, unemployment benefits, and job preparation resources. The goal is to ensure that Virginia's workforce remains strong and that transitioning federal workers have access to meaningful employment opportunities. Virginia is one of the states with the most federal employees — [144,295 as of September 2017](#), according to Office of Personnel Management data.

Maryland (MD)

Governor Wes Moore is fast-tracking hiring processes to bring former federal employees into Maryland's workforce. The state has a [hiring portal](#) outlining opportunities in critical roles in education, healthcare, and public administration, with expedited hiring timelines of just 45 days. Maryland also introduced an online hub offering job opportunities and [outlining unemployment](#) resources, as well as legal resources for those impacted by layoffs.

New York (NY)

Under Governor Kathy Hochul's leadership, New York launched the ["You're Hired" initiative](#). This campaign includes digital outreach and a dedicated portal to guide former federal employees in exploring over 7,000 available positions across diverse sectors like engineering, technology, legal services, and public health.

Hawaii (HI)

Governor Josh Green signed an executive order to streamline hiring, aiming to offer conditional job placements within 14 days for qualified candidates. Hawaii is looking to fill about 4,000 open positions across various state agencies, creating significant opportunities for federal workers

seeking swift reemployment. Hawaii specifically pinpointed needed professionals in the area of conservationists, engineers, nurses, information technology professionals, accountants and others. According to the AP, Hawaii has about 4,000 open positions across state government, or about 24% of its civil service positions. (Source: <https://apnews.com/article/doge-trump-federal-workers-309ca5d40a8e3d4d91dc26924a1af6d4>)

New Mexico (NM)

New Mexico Governor Michelle Lujan Grisham is encouraging displaced federal employees to apply for state roles, especially veterans. The state is offering job recruitment events, guidance on unemployment benefits, and access to state-sponsored job training programs to ease the transition into public service roles. Here are two resource websites: [available positions](#) and federal [worker resources](#).

Pennsylvania (PA)

Governor Josh Shapiro's executive order aims to recruit skilled former federal employees into Pennsylvania's state workforce. The state has created a streamlined [job portal](#) to connect former federal staff with employment opportunities, focusing on critical state vacancies. Shapiro has said there are 5,600 openings for nurses, civil engineers, accountants, and emergency workers in the state government.

Massachusetts (MA)

Governor Maura Healey recently announced that the Commonwealth of Massachusetts has launched "[Fed-up](#)," a comprehensive initiative to support federal workers affected by recent layoffs. This program offers a centralized platform where displaced federal employees can access employment opportunities in state and local government, explore careers in high-growth industries, like life sciences, technology, advanced manufacturing and health and human services and utilize job training resources available through MassHire career centers statewide. More than 46,000 federal workers live in Massachusetts. The Governor's message is one of respect: "your skills are valued here."

Conclusion:

For those considering their next career move, these state initiatives represent an acknowledgement of the talent that has been the backbone of the federal government and highlight some promising pathways, especially if you want to move to HAWAII and surf after work! Be sure to visit the respective state portals to explore available roles and learn more about the application processes and let us know if you unearth other valuable resource pages that you think we should share with your fellow FDAers and former FDAers.